

UNIVERSITY OF PITTSBURGH PROPOSAL

June 14, 2023

APPOINTMENT OF PART-TIME APPOINTMENT STREAM FACULTY

- I. This Article shall apply only to part-time appointment stream bargaining unit faculty members.
- II. Appointment of Part-Time Faculty.
 1. Initial appointments for part-time appointment stream bargaining unit faculty shall be for an academic term or part thereof, or up to one year.
 2. Single-term appointments for part-time appointment stream bargaining unit faculty with teaching responsibilities shall be made on an academic term basis.
 3. Part-time bargaining unit faculty members must be employed for a minimum of two (2) terms as members of the bargaining unit to be eligible for presumptively renewable term or 1-year appointments.
 4. Eligible part-time bargaining unit faculty members shall be appointed to presumptively renewable term or 1-year appointments, for the same period as their initial appointment term, unless the University provides notice of non-renewal no later than thirty (30) days prior to the expiration of the appointment.
 5. Renewals are subject to satisfactory performance as set forth in Article ____.
 6. Presumptive appointment renewals and minimum terms of appointments shall not apply to bargaining unit faculty who have been (1) subject to disciplinary action in excess of a written warning within the twelve months prior to their renewal date or discharged for just cause; (2) retired from the University; (3) subject to a performance improvement plan and not making significant progress towards achieving the performance goals set forth in the performance improvement plan (as determined by the University); or (4) who are appointed as Visiting Faculty. Bargaining unit faculty members who are not eligible for presumptive appointment renewals and minimum term appointments may not be renewed or may have their appointment term renewed by the Employer, in its sole discretion.

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

7. Effective Academic Year 2025-2026, the Office of the Provost shall establish a system by which part time bargaining unit faculty members will be informed of the opportunity to apply to teach unassigned courses for the following term before the University solicits outside candidates.

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